

August 1975 Edition

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EMPLOYEE RELATIONS ORDINANCE  
OF THE COUNTY OF LOS ANGELES

ORDINANCE 9646

Adopted September 3, 1968  
Effective October 4, 1968  
As Amended May 21, 1971 and July 5, 1975

ORDINANCE NO. 9646

An Ordinance relating to employee relations in the public service of the County of Los Angeles.

The Board of Supervisors of the County of Los Angeles do ordain as follows:

Section 1. TITLE OF ORDINANCE

This Ordinance shall be known as the Employee Relations Ordinance of the County of Los Angeles.

Section 2. STATEMENT OF POLICY

The Board of Supervisors of the County of Los Angeles declare that it is the public policy of the County and the purpose of this Ordinance to promote the improvement of personnel management and relations between the County of Los Angeles and its employees and to protect the public by assuring, at all times, the orderly and uninterrupted operations and services of County government. This policy is supplemented by provisions (a) recognizing and defining the rights of employees to join organizations of their own choosing for the purpose of representation on matters affecting employee relations or to represent themselves individually in dealing with the County, (b) establishing formal rules and procedures to provide for the orderly and systematic presentation, consideration and resolution of employee relations matters, and (c) creating an independent Employee Relations Commission to ensure that all County employees and their representatives are fairly treated, that their rights are maintained and that their requests are fairly heard, considered and resolved.

Section 3. DEFINITIONS

As used in this Ordinance, the following terms shall have the meanings indicated:

(a) "Certified employee organizations" or "certified employee representative" means an employee organization, or its duly authorized representative, that has been certified by the Employee Relations Commission as representing the majority of the employees in an appropriate employee representation unit.

(b) "Commission" means the Los Angeles County Employee Relations Commission established pursuant to Section 7.

(c) "Confidential employee" means an employee who is privy to decisions of County management affecting employee relations.

(d) "Consult" or "confer" means to communicate verbally or in writing for the purpose of presenting and obtaining views or advising of intended actions.

(e) "County" means the County of Los Angeles, a body corporate and politic and political subdivision of the State of California, and where appropriate herein, "County" refers to the Board of Supervisors, the governing body of said County, or any duly authorized management representative as herein defined.

(f) "Employee" means any person employed by the County in a position in the classified Civil Service.

(g) "Employee Organization" means any lawful organization which includes employees of the County and which has as one of its primary purposes representing such employees in their employment relation with the County; provided, however, that said organization has no restriction on membership based on race, color, creed, sex or national origin.

(h) "Employee relations" means the relationship between the County and its employees and their employee organizations, or when used in a general sense, the relationship between management and employees or employee organizations.

(i) "Employee representation unit" means a unit established pursuant to Section 8 of this Ordinance.

(j) "Factfinding" means identification of the major issues in a particular dispute, review of the positions of the parties, resolution of factual differences by one or more impartial factfinders and, the making of recommendations for settlement when directed by the Commission.

(k) "Impasse" means a deadlock in negotiations between a certified employee organization and the County over any matters required to be negotiated, or over the scope of the subject matter of negotiations.

(l) "Management employee" means any employee having significant responsibilities for formulating and administering County policies and programs, and includes the Chief Administrative Officer, department heads, and any other employees who are so designated by the Director of Personnel based upon the recommendation of the department head or department heads concerned. For the purpose of this Ordinance such persons shall not exceed 2% of the total number of full-time employees of the County.

(m) "Management representative" means a department head as defined in Section 22.5 of Ordinance No. 4099, the Administrative Code of the County of Los Angeles, and includes the Chief Administrative Officer and the Director of Personnel, or any duly authorized representative of such department head or officer.

(n) "Mediation" means the efforts of an impartial third person, or persons, functioning as intermediaries, to assist the parties in reaching a voluntary resolution to an impasse.

(o) "Negotiation" means performance by duly authorized management representatives and duly authorized representatives of a certified employee organization of their mutual obligation to meet at reasonable times and to confer in good faith with respect to wages, hours, and other terms and conditions of employment, and includes the mutual obligation to execute a written document incorporating any agreement reached. This obligation does not compel either party to agree to a proposal or to make a concession. Agreements concerning any matters within the exclusive jurisdiction of the Board of Supervisors or concerning any matters not otherwise delegated by the Board shall become binding when executed by the Board of Supervisors and affected certified employee organizations. Agreements concerning matters within the exclusive jurisdiction of management representatives, or otherwise delegated to them by the Board, shall become binding when executed by said affected management representatives and affected certified employee organizations.

(p) "Ordinance" means, unless otherwise specified herein, the Employee Relations Ordinance of the County of Los Angeles.

(q) "Professional" means (1) a classification of employees engaged in work (i) predominantly intellectual and varied in character as opposed to routine mental, manual, mechanical, or physical work; (ii) involving the consistent exercise of discretion and judgment in its performance; (iii) of such a character that the output produced or the result accomplished cannot be standardized in relation to a given period of time; and (iv) requiring knowledge of an advanced type in a field of science or learning customarily acquired by a prolonged course of specialized intellectual instruction and study in an institution of higher learning or a hospital, as distinguished from a general academic education or from an apprenticeship or from training in the performance of routine mental, manual or physical processes; or (2) a classification of employees who (i) have completed the courses of specialized intellectual instruction and study in clause (iv) of item (1) of this paragraph, and (ii) are performing related work under the supervision of a professional person in order to qualify to become a professional employee as defined in item (1) of this paragraph.

(r) "Supervisory employee" means any employee, having authority to exercise independent judgment in the interest of the County, to hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward, or discipline other employees, or having the responsibility to direct them, or to adjust their grievances, or effectively to recommend such action if in connection with the foregoing the exercise of such authority is not of a merely routine or clerical nature, but requires the use of independent judgment.

#### Section 4. EMPLOYEE RIGHTS

Employees of the County shall have the right to form, join and participate in the activities of employee organizations of their own choosing for the purpose of representation on all matters of employee relations. Employees of the County also shall have the right to refuse to join or participate in the activities of employee organizations and shall have the right to represent themselves individually in their employment relations with the County. No employee shall be interfered with, intimidated, restrained, coerced or discriminated against because of his exercise of these rights.

## Section 5. COUNTY RIGHTS

It is the exclusive right of the County to determine the mission of each of its constituent departments, board, and commissions, set standards of services to be offered to the public, and exercise control and discretion over its organization and operations. It is also the exclusive right of the County to direct its employees, take disciplinary action for proper cause, relieve its employees from duty because of lack of work or for other legitimate reasons, and determine the methods, means and personnel by which the County's operations are to be conducted; provided, however, that the exercise of such rights does not preclude employees or their representatives from conferring or raising grievances about the practical consequences that decisions on these matters may have on wages, hours, and other terms and conditions of employment.

## Section 6. SCOPE OF CONSULTATION AND NEGOTIATION

(a) All matters affecting employee relations, including those that are not subject to negotiations, are subject to consultation between management representatives and the duly authorized representatives of affected employee organizations. Every reasonable effort shall be made to have such consultation prior to effecting basic changes in any rule or procedure affecting employee relations.

(b) The scope of negotiation between management representatives and the representatives of certified employee organizations includes wages, hours, and other terms and conditions of employment within the employee representation unit.

(c) Negotiation shall not be required on any subject preempted by Federal or State law, or by County Charter, nor shall negotiation be required on Employee or Employer Rights as defined in Sections 4 and 5 above. Proposed amendments to this Ordinance are excluded from the scope of negotiation.

(d) Management representatives and representatives of certified employee organizations may, by mutual agreement, negotiate on matters of employment concerning which negotiation is neither required nor prohibited by this Ordinance.

Section 7. EMPLOYEE RELATIONS COMMISSION

(a) There is hereby established a Los Angeles County Employee Relations Commission consisting of three members, appointed by the Board of Supervisors, which shall implement and administer the provisions of this Ordinance. The members of the Commission shall have expertise in the field of employee relations, shall reside in Los Angeles County and shall possess the integrity and impartiality necessary to protect the public interest as well as the interest of the County and its employees.

(b) The members of the initial Commission shall be appointed by the Board of Supervisors from a list of seven nominees to be selected in the following manner:

- (1) The Committee of Consultants heretofore retained by the Board of Supervisors to draft a proposed Employee Relations Ordinance for the County of Los Angeles (hereinafter referred to as Consultants) shall, within seven calendar days after such Ordinance is adopted, submit to the Los Angeles County Management Council and to a committee representing employee organizations currently recognized by the County a list of seven nominees for membership on the Commission.
- (2) Each party (i.e., the Council and the employee organization committee) may strike a maximum of two names from the aforesaid list of nominees. By mutual agreement the parties may substitute nominees to replace any or all of the nominees whose names have been stricken from the list provided by the Consultants. The procedure set forth in this subparagraph (2) shall be completed within fourteen calendar days of the parties' receipt of the Consultants' list of nominees and the Consultants shall be advised of the results.
- (3) If the parties are unable to agree within the prescribed time limit on nominees to replace those whose names have been stricken as provided in subparagraph (2), the Consultants shall complete the list of seven nominees within seven calendar days thereafter.

(4) The Consultants shall then submit to the Board of Supervisors the final list of seven nominees, from which the Board shall select the three initial Commission members, whose initial terms shall be three years, two years and one year, respectively. The Board shall designate the Chairman, who shall serve an initial term of three years; provided, however, that the election of a successor Chairman as provided for in Section 7(e) hereof shall not be deemed to terminate or alter the initial Chairman's term of office as a Commission member. The terms of the other Commission members shall be determined by lot. Thereafter, the regular term of office for all members shall be three years. All members shall be eligible for reappointment.

(c) The procedure for filling a vacancy resulting from expiration of a Commission member's term of office shall be initiated at least thirty days prior to said expiration. Each member shall hold office until his successor is appointed. If a vacancy occurs during a term, the appointee to said vacancy shall hold office for the remainder of the term and until his successor is appointed.

(d) Each appointment to Commission membership, subsequent to the procedure set forth in Section 7(b) and pursuant to Section 7(c), shall be made from a list of three nominees, which list shall be

- (1) Jointly submitted by the Los Angeles County Management Council and a committee composed of employee organizations, recognized by the County, within fourteen calendar days of the date of an unscheduled mid-term vacancy, or within fourteen calendar days from commencement of the thirty-day period prior to the expiration of a regular term, or
- (2) If the parties are unable to agree, within the prescribed time limit, on at least three nominees for each vacancy so occurring, the parties shall, by the last day of this prescribed period, jointly select a panel of three persons which shall select the necessary number of nominees, or

- (3) If the parties are unable to agree, within the prescribed time limit, on at least three panel members, each party shall, by the last day of this prescribed period, select one panel member and the two panel members thus selected shall jointly select the third panel member within three calendar days. In the event either party fails to select one such panel member within the prescribed time period, or in the event the two aforementioned panel members are unable to jointly select the third panel member, the Board may select the necessary panel member or members required to bring the total number to three.
- (4) The panel thus selected shall submit to the Board of Supervisors, within seven calendar days of appointment, at least three nominees for the vacancy involved. As soon thereafter as practical the Board shall fill the vacancy by selecting from among the three nominees so submitted to it.

(e) The Commission shall meet regularly at least once each month and shall meet at other times upon the call of the Chairman. Two members shall constitute a quorum and the votes of two members are required for action provided, that at meetings held for the exclusive purpose of conducting mediation, factfinding, or arbitration in connection with the resolution of disputes as provided in Section 11 and 13 hereof or at meetings held for the exclusive purpose of investigating an unfair employee relations practice charge, that one member shall constitute a quorum and the vote of the members attending shall be required for action. Commencing in 1971, at its first meeting in July, the Chairman of the Commission shall be elected annually by the members of the Commission. (Amended April 20, 1971)

(f) A member of the Commission may be removed by the Board of Supervisors for continued neglect of duties or malfeasance in office. A member of the Commission may be removed only after he has first been given a copy of the charges against him at least ten days prior to action being taken on the charges and has had an opportunity to be heard in person and by counsel. If a member of the Commission is removed, a record of the proceedings, including the charges and action taken on them, shall be filed with the Clerk of the Board.

(g) The Commission shall have the following duties and powers:

- (1) To determine in disputed cases or otherwise to approve appropriate employee representation units.
- (2) To arrange for and supervise the determination of certified employee representatives for appropriate units by means of elections, or such other method as the Commission may approve with mutual consent of the parties involved. The results of such elections or other approved representation determination procedures shall be certified by the Commission.
- (3) To decide contested matters involving certification or decertification of employee organizations.
- (4) To act upon requests for mediation, fact-finding or arbitration of disputes as provided in Sections 11 and 13 of this Ordinance.
- (5) To investigate charges of unfair employee relations practices or violations of this Ordinance, and to take such action as the Commission deems necessary to effectuate the policies of this Ordinance, including, but not limited to, the issuance of cease and desist orders.
- (6) To establish and maintain an adequate list of impartial mediators, factfinders and arbitrators and to appoint same as provided for in Sections 11 and 13 of this Ordinance.
- (7) To conduct investigations, hear testimony, and take evidence under oath at hearings on any matter subject to its jurisdiction.
- (8) To administer oaths and to require the attendance of witnesses and the production of books and papers.
- (9) To consider and decide issues relating to rights, privileges, and duties of an employee

organization in the event of a merger, amalgamation, or transfer of jurisdiction between two or more employee organizations.

- (10) To certify, in appropriate cases, a council of employee organizations as the majority representative of employees in an employee representation unit and to decide issues relating to such certifications.
- (11) To delegate to one or more Commission members, employees or agents the powers or duties it deems proper.
- (12) To make recommendations concerning any necessary or desirable revisions in this Ordinance.
- (13) To take such other actions as the Commission deems necessary to effectuate the policies of this Ordinance.

(h) The Commission is a separate agency of the County and is authorized, following notice and hearing, to adopt reasonable rules and procedures not inconsistent with the provisions of this or any other County ordinance and which are necessary in the performance of its duties under this Ordinance. The Commission shall appoint from Civil Service eligible lists such staff as it deems appropriate to fill those positions authorized by the Board of Supervisors.

(i) The County shall provide appropriate office facilities, reference periodicals and books, equipment and supplies for the Commission and such staff as it may appoint. The County also shall provide recording and transcription services for all public hearings conducted by the Commission.

(j) If at any time any matter comes before the Commission in which any member has any interest, direct or indirect, other than that of a taxpayer, said member shall publicly so state and his statement shall be recorded in the minutes of the meeting. He shall thereafter be disqualified from participating in the consideration of said matter.

#### Section 8. EMPLOYEE REPRESENTATION UNITS

(a) A petition for certification as the majority representative of employees in an appropriate employee representation unit may be filed with the Commission by

an employee organization. The Director of Personnel may file such a petition with the Commission in the event that two or more employee organizations formally claim to represent a majority of the employees in the same or overlapping employee representation units.

(b) In the determination of appropriate employee representation units the following factors, among others, are to be considered:

- (1) Which unit will assure employees the fullest freedom in the exercise of rights granted under this Ordinance.
- (2) The community of interest of the employees.
- (3) The history of employee relations in the unit, among other employees of the County, and in similar public employment.
- (4) The effect of the unit on the efficient operation of the public service and sound employee relations.
- (5) Whether management officials at the level of the unit have the power to agree or make effective recommendations to other administrative authority or the Board of Supervisors with respect to wages, hours and other terms and conditions of employment subject to negotiation.
- (6) The effect on the existing classification structure of dividing a single classification among two or more units.

(c) In the establishment of employee representation units, (i) professional employees shall not be included in a unit with nonprofessional employees unless a majority of such professional employees vote for inclusion in such unit; (ii) supervisory employees shall not be included in a unit with the nonsupervisory employees unless such supervisory employees are in the same classification with non-supervisory employees, provided, however, that in such event, said supervisory employees shall not participate in the management of an employee organization as an officer of the organization or represent it in dealings with management representatives when such activity would result in a conflict of interest or otherwise be incompatible with

law or the official duties of the employees; and (iii) management and confidential employees shall not be included in the same unit with nonmanagement or nonconfidential employees.

(d) The Commission shall conduct a hearing on each contested employee representation unit only after first giving the employee organizations concerned and the Director of Personnel reasonable notice of the time and place of such hearing. The Commission may require the parties concerned to submit such additional information or material as it deems proper and necessary. The Commission shall make the decision on the appropriate unit and issue the notice thereon.

(e) Agreement of the parties involved on the scope of any employee representation unit is subject to the Commission's concurrence that such unit is appropriate.

(f) The Commission shall determine any dispute concerning the relationship between existing employee representation units involving the addition of new classes to, or the deletion of classes from, the Salary Ordinance.

#### Section 9. CERTIFICATION OF EMPLOYEE ORGANIZATIONS

Following notice and hearing, the Commission shall adopt rules and regulations governing the certification and decertification of employee organizations. Only employee organizations that have been certified as majority representatives of appropriate employee representation units shall be entitled to negotiate on wages, hours, and other terms and conditions of employment for such units. This shall not preclude other employee organizations, or individual employees, from conferring with management representatives on employee relations matters of concern to them.

#### Section 10. PROCEDURAL RIGHTS AND OBLIGATIONS

(a) Subject to appeal to the Commission, the Director of Personnel shall have the right to promulgate rules and regulations governing the activity of certified employee organizations on County property, including procedures for conferring with management, use of bulletin boards and other County facilities, and solicitation of membership.

(b) Payroll deduction may be made for membership dues to employee organizations in accordance with applicable law and County rules.

#### Section 11. GRIEVANCES

(a) A grievance is any dispute concerning the interpretation or application of this Ordinance, or of a written agreement between the County and a certified employee organization, or of rules or regulations governing personnel practices or working conditions. A dispute over the terms of an initial or renewed collective agreement does not constitute a grievance.

(b) The County and any certified employee organization may negotiate a procedure for handling grievances arising within the unit for which such organization has been certified.

(c) The County and a certified employee organization may negotiate an agreement providing for final and binding arbitration of unresolved grievances, subject to such limitations on the scope of arbitrable grievances as the parties may deem appropriate or as may be required by law. Arbitrations conducted under such provisions shall be governed by the appropriate sections of the California Code of Civil Procedure. The fees and expenses of arbitrators shall be shared equally by the parties involved. The Commission shall establish rules for the selection of arbitrators. It shall also establish a standard rate of compensation for such arbitrators, subject to approval by the Board of Supervisors.

(d) Nothing in this section shall be deemed to supersede the authority of the Civil Service Commission. However, nothing contained herein shall preclude the Civil Service Commission from adopting rules permitting it, in its discretion, to decline jurisdiction over appeals by employees who have expressly consented to have their grievances resolved under a negotiated grievance or arbitration procedure.

#### Section 12. UNFAIR EMPLOYEE RELATIONS PRACTICES

(a) It shall be an unfair employee relations practice for the County:

- (1) To interfere with, restrain, or ccoerce employees in the exercise of the rights recognized or granted in this Ordinance;
- (2) To dominate or interfere with the formation of any employee organization or contribute financial support to it, provided that the County may permit the use of County facilities, make dues deductions, and permit employees who are officers or representatives of employee organizations to confer with County officials during working hours without loss of time or pay, subject to applicable regulations;
- (3) To refuse to negotiate with representatives of certified employee organizations on negotiable matters.

(b) It shall be an unfair employee relations practice for employee organizations or their representatives or members:

- (1) To interfere with, restrain or coerce employees in the exercise of the rights recognized or granted in this Ordinance;
- (2) To refuse to negotiate with County officials on negotiable matters, when the employee organization involved has been certified as the majority representative.

(c) With respect to the impasse procedures set forth in Section 13 of this Ordinance, it shall be an unfair employee relations practice for either the County or a certified employee organization to fail or refuse to cooperate with the Commission or with any mediators or factfinders designated by it.

(d) Charges of violations of this Section or of this Ordinance, or of applicable rules or regulations may be initiated by a management representative, by a representative of any employee organization, or by an individual employee or group of employees. Such charges shall be filed in writing with the Commission. Each charge so filed shall be processed in accordance with the rules and regulations of the Commission.

(e) If the Commission's decision is that the County has engaged in an unfair employee relations practice or has otherwise violated this Ordinance or any rule or regulation issued thereunder, the Commission shall direct the County to take appropriate corrective action. If compliance with the Commission's decision is not obtained within the time specified by the Commission, it shall so notify the other party, which may then resort to its legal remedies.

(f) If the decision is that an employee organization or its representatives or members have engaged in an unfair employee relations practice, or have otherwise violated this Ordinance or any rule or regulation issued thereunder, the Commission shall direct the offending party to take appropriate corrective action. If compliance with the Commission's decision is not obtained within the time specified by the Commission, it shall so notify the Director of Personnel, who may then take appropriate action, subject, however, to appeal to the Commission by the affected party.

### Section 13. RESOLUTION OF IMPASSES ON AGREEMENT TERMS

(a) If the appropriate management representatives and the representatives of a certified employee organization reach an impasse, the matter may be submitted to the Commission by either party.

(b) The Commission shall consider all requests for mediation, factfinding, or arbitration under this Section. If the Commission concludes that there has been insufficient effort between the parties to resolve the impasse, it may deny the request and remand the matter to the parties for further consideration. If the Commission concludes that such further consideration would not result in settlement, it may in its discretion attempt to mediate the dispute or it may appoint one or more mediators or factfinders to assist the parties. The Commission may institute mediation or factfinding on its own motion. The Commission may invoke arbitration only by mutual consent of the parties.

(c) The following constitute the jurisdictional and procedural requirements for the implementation of mediation, factfinding or arbitration:

- (1) Mediation, when requested by either party at interest or instituted by Commission initiative, prior to factfinding, is authorized in connection with all disputed matters. All mediation proceedings shall

be private. The mediator or mediators shall prepare and file a confidential report with the Commission.

- (2) Factfinding, when requested by either party or instituted by Commission initiative, is authorized in connection with all disputed matters. The recommendations of the factfinder or factfinders shall be limited to the issues originally referred for dispute settlement. Factfinding proceedings shall be public or private as determined by the Commission. The factfinding report shall be filed with the Commission. The Commission shall, within five calendar days, transmit copies thereof to the parties in interest and may, in its discretion, make the report public.
- (3) Arbitration of the terms of initial or renewed collective agreements shall be permitted only by written request of the parties to the dispute and the scope of such arbitration shall be subject to such limitations as may be set forth in said written request.

(d) The fees and expenses, if any, of mediators, factfinders and arbitrators shall be shared equally by the parties involved. Standard rates of compensation for mediators, factfinders and arbitrators shall be determined by the Commission, subject to approval by the Board of Supervisors. The County shall furnish meeting space and recording and transcribing services when requested for such proceedings.

#### Section 14. ADMINISTRATION

It is the policy of the County to provide for the orderly, systematic and coordinated administration of all matters involving employee relations. In order to implement and coordinate the policies and procedures set forth in this Ordinance, the County shall have authority to adopt rules and regulations not inconsistent with law, including this or any other County ordinance, which shall be applicable to any or all departments, agencies or boards of the County in establishing and enforcing the employee relations program provided for herein. Nothing in this Ordinance

shall prevent the Director of Personnel from promulgating regulations governing relations between the County and employee organizations not certified by the Commission.

Section 15. AVAILABILITY OF DATA

(a) To facilitate negotiations, the County shall provide to certified employee organizations concerned the published data it regularly has available concerning subjects under negotiation, including data gathered concerning salaries and other terms and conditions of employment provided by comparable public and private employers, provided that when such data is gathered on a promise to keep its source confidential, the data may be provided in statistical summaries but the sources shall not be revealed.

(b) If an election for certification as the majority representative of the employees in an appropriate employee representation unit has been ordered, the Director of Personnel shall provide, upon request by an employee organization which has qualified to be included on the ballot, a list of the names and departments of employees in the unit. Said list shall be provided not later than fifteen days prior to the date of said election.

Section 16. CONSTRUCTION

(a) Nothing contained in this Ordinance shall abrogate any written agreements between any employee organization and the County in effect on the effective date of this Ordinance. All such agreements shall continue in effect for the duration of the term specified therein unless modified or rescinded by mutual agreement of the parties thereto.

(b) Nothing in this Ordinance shall be construed to deny any person or employee the rights granted by Federal and State laws and the County Charter provisions.

(c) The rights, powers and authority of the Board of Supervisors in all matters, including the right to maintain any legal action, shall not be modified or restricted by this Ordinance.

(d) The enactment of this Ordinance shall not be construed as making the provisions of Section 923 of the California Labor Code applicable to employees of the County.

(e) The provisions of this Ordinance are not intended to conflict with the provisions of Chapter 10, Division 4, Title 1 of the Government Code of the State of California (Sections 3500 et seq.) as amended in 1968.

Section 17. SEPARABILITY

If any provision of this Ordinance, or the application of such provision to any person or circumstance, shall be held invalid, the remainder of this Ordinance, or the application of such provision to persons or circumstances other than those as to which it is held invalid, shall not be affected thereby.

Section 18.

This Ordinance shall be published in the Metropolitan News, a newspaper printed and published in the County of Los Angeles.

(SEAL)

FRANK G. BONELLI, Chairman  
ATTEST:

JAMES S. MIZE,  
Executive Officer-Clerk of the Board of Supervisors  
of the County of Los Angeles.

I hereby certify that at its meeting of September 3, 1968, the foregoing Ordinance was adopted by the Board of Supervisors of said County of Los Angeles by the following vote, to wit:

Ayes: Supervisors

KENNETH HAHN,  
ERNEST E. DEBS,  
BURTON W. CHACE,  
WARREN M. DORN and  
FRANK G. BONELLI

Noes: None

JAMES S. MIZE,  
Executive Officer-Clerk of the Board of Supervisors  
of the County of Los Angeles.

(SEAL)

Effective date October 4, 1968  
Amended April 20, 1971